



Work Health and Safety Policy

1. Purpose

To ensure the health, safety, and welfare of all workers, contractors, visitors, and other persons affected by work carried out by EIG in WA, in compliance with the Work Health and Safety Act 2020 (WA) and its associated Regulations. We aim to minimise risks, prevent harm, and promote a safe, healthy working environment.

To support these aims, EIG has established and implemented an Integrated Management System (IMS) that complies with the requirements of the ISO 45001:2018 standard.

2. Scope

This policy applies to all workers, contractors, volunteers, visitors, apprentices, trainees, work experience students, service providers and others engaged by EIG across all workplaces under our control in Western Australia, including remote, field, and office worksites.

3. Legislative Framework

- The primary legislation is the Work Health and Safety Act 2020 (WA).
- Supporting legislation includes the Work Health and Safety (General) Regulations 2022 (WA).
- Other regulations may also apply depending on industry (e.g. Mines; Petroleum & Geothermal Energy Operations).
- Codes of Practice and interpretive guidelines published by WorkSafe WA.

4. Policy Statement

EIG is committed to:

1. Ensuring, as far as is reasonably practicable, the health and safety of workers and others affected by our activities. This includes eliminating risks where possible, or if not, implementing control measures in accordance with the hierarchy of controls.
2. Providing safe systems of work, safe plant, equipment, and safe substances.
3. Ensuring that information, training, instruction and supervision are provided so that all persons can carry out their work safely.
4. Consulting, cooperating and coordinating with workers, health and safety representatives, contractors, visitors and others to manage WHS risks.
5. Monitoring health of workers, working environment, and safety measures to ensure they remain effective.
6. Continuous improvement of WHS performance through regular review and lessons learned.

Document Number	Version	Date
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Work Health and Safety Policy

5. Responsibilities

Role	Responsibilities
PCBUs (Person Conducting a Business or Undertaking)	Primary duty: ensure, so far as is reasonably practicable, the health and safety of workers and others. Provide safe systems, eliminate or minimise risks, ensure compliance with the WHS Act.
Officers (senior management / decision makers)	Must exercise due diligence to ensure the PCBU meets its WHS duties.
Workers, contractors, volunteers, trainees	Take reasonable care of their own health and safety; cooperate with PCBU's policies and procedures; report hazards, incidents; use PPE; follow instructions/training.
Supervisors / Managers	Ensure that daily operations are carried out safely; monitor and enforce safe work practices; facilitate communication and consultation; ensure workers are trained and supervised.
Health & Safety Representatives (HSRs)	Undertake duties under the Act: represent workers; be consulted on WHS matters; participate in incident investigations; undertake approved training.

6. Risk Management

- Identify hazards and assess risks arising from all aspects of work.
- Use the hierarchy of control: elimination → substitution → isolation → engineering controls → administrative controls → personal protective equipment (PPE).
- Regularly review risk control measures to ensure they remain effective.
- Special attention to high-risk areas, hazardous substances, manual tasks, machinery, work at heights, confined spaces.

7. Consultation & Worker Participation

- Workers have the right to be consulted and to participate in WHS matters.
- Health and Safety Representatives (HSRs) are to be elected where requested and supported to perform their role.
- Establish agreed procedures for resolving WHS issues.

8. Incident Reporting & Investigation

- All incidents (including near misses), injuries, illnesses, and hazards must be promptly reported.
- Investigations will be carried out to identify root causes, corrective actions and follow up.
- Notification to WorkSafe WA as required by law for serious incidents.

Document Number	Version	Date
EIG-Pol-002	2.0	17/09/2025



Work Health and Safety Policy

9. Training & Supervision

- Provide induction training to all employees, contractors and volunteers.
- Ongoing training for safe work methods, use of PPE, handling of hazardous substances.
- Supervise work to ensure compliance with safety procedures.

10. Monitoring, Review & Continuous Improvement

- Regular audits/inspections of the workplace and procedures.
- Analyze injury, illness and incident data to identify trends.
- Review this Policy at least annually, or sooner if there are changes in legislation, operations, or risk profile.

11. Enforcement & Penalties

- Non-compliance with WHS laws can result in enforcement actions by WorkSafe WA including notices, fines, or other penalties.
- In certain serious matters (e.g. causing death through gross negligence), industrial manslaughter laws apply.

Our overall objectives are to:

- **Legislative Compliance:**
Ensure the business complies with all legislation related to health and safety.
- **Hazard and Risk Management:**
Eliminate or minimize workplace hazards and risks as far as reasonably practicable.
- **Training and Instruction:**
Provide information, instruction, and training to enable all workers to perform their tasks safely.
- **Supervision:**
Supervise work activities to ensure they are carried out safely.
- **Worker Consultation:**
Consult with and involve workers on matters related to health, safety, and wellbeing.
- **Safety Equipment:**
Provide appropriate safety equipment and personal protective equipment.
- **Injury Management:**
Implement a suitable injury management and return-to-work program.

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Our employees are expected to:

- **Care for Health and Safety:** Take reasonable care of their own health and safety.
- **Follow Procedures:** Adhere to safe work procedures, instructions, and rules.
- **Participate in Training:** Engage in safety training.
- **Report Hazards:** Report health and safety hazards.
- **Report Incidents:** Report all injuries and incidents.
- **Use Equipment:** Utilize safety equipment and personal protective equipment as instructed.

Legislative References – Western Australia

1. Work Health and Safety Act 2020 (WA)
2. Work Health and Safety (General) Regulations 2022 (WA)
3. Work Health and Safety (Mines) Regulations 2022 (WA) – *(if applicable to mining operations)*
4. Workers' Compensation and Injury Management Act 1981 (WA)
5. Occupational Safety and Health Act 1984 (WA) *(transitional relevance for legacy matters)*
6. Codes of Practice issued under the WHS Act – e.g., Managing the Risk of Falls, Hazardous Manual Tasks, etc.
7. Guidelines from WorkSafe WA and the Department of Mines, Industry Regulation and Safety (DMIRS)

Our goal is to create a safe and healthy work environment that is free from workplace injury and illness. Achieving this goal requires the participation, cooperation, and commitment of everyone in the workplace.

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